



KINDLE STRATEGIC DIRECTION

1.1 CORE VALUES

CHRIST-CENTERED

We are anchored in Jesus Christ and aspire to serve Him, His mission, and His body, the Church, in all that we do.

CHRIST-LIKE SERVANT LEADERS

We value Christ-like servant leaders who help others:

- celebrate their baptismal identity;
- grow more Christ-like, manifesting the grace-filled marks of obedience, well-being, leadership, and community; and
- foster and multiply generations of Christ-like servant leaders in their homes, workplaces, congregations, communities, and the world.

COMMISSIONED WORKERS & PRACTITIONERS

We are committed to providing encouragement, support, and training opportunities for church workers, both commissioned and practitioners, to foster and multiply Christ-like servant leaders.

CONGREGATION-BASED MINISTRY

We affirm the congregation as a primary facet of the mission of Christ in the world and endeavor to enhance the ministry of congregations.

EXCELLENCE

We understand excellence as a dynamic of “being” as well as “doing” and seek to be a learning organization enabling visibly evident innovative development of Christ-like servant leaders.

LEADERSHIP LEGACY

We are committed to and we expect our Associates to foster ongoing processes that develop generations of Christ-like servant leaders.

PERSONAL WELLNESS

We are committed to a lifestyle that models and encourages wellness in all aspects of life.

PRIESTHOOD OF ALL BELIEVERS

We affirm the priesthood of all believers and thus promote the ministry of the laity within their homes, workplaces, congregations, communities, and the world.

THE MINISTRY OF DIRECTORS OF CHRISTIAN EDUCATION (DCEs)

We value the historic contribution, the spirit, character, and role of this public ministry in enhancing the congregation’s capacity to develop Christ-like servant leaders.

1.2. MISSION

KINDLE fosters and multiplies Christ-like servant leaders to enhance the ministry of congregations in their communities and the world.

1.3. VISION

In his book, Wishful Thinking, Frederick Buechner observes, "True repentance spends less time looking to the past and saying, 'I'm sorry,' than to the future and saying, 'Wow!' In other words, while being sorry for our sins is an essential part of a life of repentance, it falls short unless we are willing to look at the next moment and recognize what God has called us to be and to do in His kingdom. And, recognizing what God intends to do through us with the gifts He has given us, the only appropriate response is, "Wow!"

To what have we been called? What is it we, as "new creations," can contribute to the missio dei (mission of God) on earth? When we "look to the future" and consider what God intends for us as His people, what images come to mind? What does it take to be the people of God who have been redeemed and restored, gifted and called?

KINDLE (Karpenko Institute for Nurturing and Developing Leadership Excellence) is an incarnational ministry encouraging, preparing, and supporting a growing number of God's people as they live out their baptismal calling to be the presence of Christ in their homes, workplaces, congregations, communities, and the world— to be Christ-like servant leaders, those who influence others to follow Jesus.

As a highly regarded leadership-training institute, KINDLE utilizes two levels of effort to enhance the ministry of congregations in helping members understand, see themselves as, and commit to being Christ-like servant leaders in their daily lives, wherever they may be. At the first level KINDLE utilizes challenging processes that integrate evaluation-based content with innovative delivery systems and distance learning to equip its Associates for making an impact on people within their spheres of influence.

At the second level, these Associates create organizational or congregational environments that foster and multiply Christ-like servant leaders who are an engaging, welcoming presence of Christ in their world. Here, KINDLE builds on the concept of Ephesians 4:11 where Saint Paul indicates the Lord gifts His church with certain people who are to "prepare His people for works of service." Associates prepare people within their spheres of influence, to be restoring and reconciling servants in the world, manifesting the grace-filled marks of obedience, health, purpose, community, and generosity.

The training of Associates is served by a growing pool of qualified instructors and coaches who guide Associates through the initial learning cycles and advanced training opportunities. The combination of these in-depth learning experiences, the quality of the training teams, and the dedication to the professional development of those who serve in congregations generates a continuous flow of gifted, committed Associates who foster and multiply generations of Christ-like servant leaders.

Throughout their involvement with KINDLE, the individual Associate becomes part of a well-connected, dynamic network of KINDLE Associates, Board members, and staff. Members of the KINDLE network are known for creating a culture of Christ-like servant leadership through their own ministries and are sought as resources in leadership development by congregations, districts, Synod, and the church-at-large. The network gathers periodically to share best practices for ministry, learn new congregational models

for implementing the ministry of KINDLE, and gain updates on new KINDLE resources. The members of the KINDLE network are known for their devotion to and intentional promotion of KINDLE in a wide variety of public arenas.

This network is joined by a growing body of individuals, congregations, organizations, agencies, and educational institutes that further KINDLE's mission and ministry. These generous friends provide an Annual Fund that helps subsidize the yearly costs of operations and are helping to grow the KINDLE endowment to at least \$2,500,000. This array of prayerful, financial, and skillful support by the KINDLE community continuously manifests the primary focus of KINDLE which is to provide the church with strong, vibrant Christ-like servant leaders who seek to help others:

- Celebrate their baptismal identity,
- Become more Christ-like manifesting the grace-filled marks of obedience, health, purpose, community and generosity, and
- Foster and multiply generations of Christ-like servant leaders in their homes, workplaces, congregations, communities, and the world.

1.4. STRATEGIC GOALS

KINDLE IMPACT

A growing number of congregational members report they are engaging in Christ-like leader efforts in their homes, workplaces, congregations, communities, and the world.

KINDLE PARTICIPATION

A growing number of individuals are engaging in KINDLE initiatives with a steady increase in the number of KINDLE Associates leading to an ongoing report of increased numbers of congregational members participating in the KINDLE experience.

ABUNDANT RESOURCES

Abundant resources (e.g., time, money, brand, and strategic alliances) support KINDLE's current and expanding ministry.

ORGANIZATIONAL ENDURANCE

The efforts of a well-connected, dynamic community of KINDLE Associates, Board members, donors, and staff result in a strong and enduring organization that is widely recognized as an exemplary organization for fostering and multiplying Christ-like servant leaders.